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PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO  
*An Organization of Professional, Technical, and Administrative Employees*

### AEA PROPOSAL 3 41/42

#### 10.5 Premium Pay

10.5.1 Employees shall receive a professional achievement incentive of 2.5% .25% (paid biweekly) in addition to their base salary as follows. Employees are eligible for one (1) professional achievement incentive. In order to receive the professional achievement incentive the license or registration must be related to the specific discipline of the employee's classification and is subject to approval by Department Director or designee.

10.5.2 Eligible Licenses/Registrations:—shall include any California Board Certified License/Registration..

<b>License/Registration</b>
Landscape Architect
Architect
Professional Engineer (Civil)
Engineering Geologist
Traffic Engineer
Professional Engineer (Mechanical)
Professional Engineer (Electrical)
Fire Protection Engineer
Professional Engineer (Chemical)

10.5.3 Employees in the Fire Department are eligible to receive a professional achievement incentive for a Plans Examiner Certificate. These employees in the Fire Department are only eligible for one (1) professional achievement incentive for a maximum of 2.5% .25% of base salary.

10.5.4 Payment of such incentive is not intended to impair or alter the City's ability to transfer or reassign an employee.

10.5.5 Incentives are payable effective the first pay period following the

employee's submission to the department of written proof of license from the appropriate Board of Registration.

*AEA and Local 21 reserves all rights to propose, alter, modify, or withdraw a proposal at anytime, prior to final agreement.*